

APPROVED MINUTES OF THE STATE OF IDAHO PROFESSIONAL STANDARDS  
COMMISSION MEETING OF APRIL 7-8, 2011

**ATTENDANCE**

Members present at April 7 committee meetings: Kathy Aiken, Cathy Bierne, Beth Davis, Deb Hedeon, Esther Henry, Cori Mantle-Bromley, Becky Meyer, Mikki Nuckols, Glenn Orthel, Karen Pyron, Anne Ritter, Christi Rood, Shelly Rose, Dan Sakota, Nick Smith. SDE staff present: Shannon Haas, Cina Lackey, Christina Linder, Mary Jane Markland, Katie Rhodenbaugh, Annette Schwab. Absent: Becky Ford, Kelly Leighton, Daylene Petersen. Guests: Andy Snook, Peter Yeager.

Members present at April 8 general meeting: Kathy Aiken, Cathy Bierne, Beth Davis, Deb Hedeon, Esther Henry, Cori Mantle-Bromley, Becky Meyer, Mikki Nuckols, Karen Pyron, Anne Ritter, Christi Rood, Shelly Rose, Dan Sakota, Nick Smith. SDE staff present: Shannon Haas, Cina Lackey, Christina Linder, Mary Jane Markland, Katie Rhodenbaugh, Annette Schwab. Absent: Becky Ford, Kelly Leighton, Glenn Orthel, Daylene Petersen. Guests: Bert Marley, Peter Yeager.

**AGENDA REVIEW/REVISIONS/APPROVAL**

Chair Dan Sakota reported that the following items would be added under New Business on the agenda: B. June 2011 NASDTEC Annual Conference and C. Legislative Update and Communication Plan. He also noted that New Business Item C would be moved to 8:00 a.m. on April 8, followed by agenda items that need to be voted on by the membership and then items that do not require voting by Commission members. Members then discussed various ways of scheduling future meeting agendas to accommodate early return flights of members living in northern Idaho and still ensure a quorum.

*Motion:* (Henry/Pyron---PASSED) to approve the April 7-8, 2011, Commission meeting agenda as revised.

**APPROVAL OF MINUTES**

*Motion:* (Davis/Smith---CARRIED) to approve the February 3-4, 2011, Commission meeting minutes as presented.

**ADMINISTRATIVE REPORT**

Christina Linder (unless indicated otherwise) reported on the following:

1. The special education mentoring project that the Department of Education is partnering with Boise State University in for additional funding and support is

moving forward. They have been working together to find people to recruit for the next mentoring cohort starting in June. The intent is to ensure that there are enough mentors trained in all of the state's regions and then start a train-the-trainer model to equally build capacity all around the state. Christina, the department Statewide System of Support representative, and the BSU representative will attend the New Teacher Center National Networking Conference in May to connect with and learn from other states doing similar things, especially in the areas of sharing resources and sustaining the mentoring effort.

2. Great progress is being made by the group of stakeholders working on the university program approval manual review. The first meeting on February 18 was an overview of the program approval process. The second meeting on April 28 will be one of content area people. Focus is on the following four areas: Pre-Service Technology Standards, Mathematical Thinking for Instruction, Idaho Comprehensive Literacy Standards, and Internship/Clinical Practice Standards. The education deans will be asked for feedback on the manual. The new program approval process will be piloted during the BYU-Idaho program approval onsite visit in the fall of 2011.
3. Feedback is still being gathered on the minimal use of the Educational Impact evaluator training modules by administrators. The value of continued funding for training for all administrators as opposed to training for only those who are using it and benefitting from it is being looked at.
4. Christina, Nick Smith, and other department personnel recently met with Denver public school representatives to discuss different aspects of the district's school data system. The district has worked with Schoolnet in developing their processes for data and their growth model and for providing teachers with needed information on student performance. Nick added that it was evident that leadership played a big role in how teachers viewed the data system and what message was being given.
5. Work continues on the ETS pilot that Idaho is participating in along with ten other states to explore an assessment for the professional licensure of teachers. The kinds of multiple measures that would be important to include in such an assessment are being further defined. At this point, it seems that the best type of assessment is one that measures not only content knowledge but also includes observations and teacher work/student work. Christina will shortly be recruiting school districts willing to participate in the pilot and implement the assessment for professional licensure.
6. Christina recently made a presentation on ethics to school administrators that Northwest Nazarene University is preparing. She asked Commission members interested in making presentations to keep in mind the fact that teacher preparation programs in the state often ask for presentations on various topics.

7. National Evaluation Series (NES) is a test developed recently by Pearson Evaluation Systems to compete with Praxis. Oregon has already switched to the NES test. Currently the NES test is cheaper because it is entirely online. Department personnel will eventually review/consider the NES test because it is their job to do so.
8. Upcoming travel/events are:
  - Ethics Presentation – Education Law Conference, April 18 - Linder; Snook
  - Program Approval Manual Review Meeting, April 28 – Linder; Rhodenbaugh
  - ETS Praxis Client Conference, May 2-5 – Linder; Lackey; Rhodenbaugh
  - College of Idaho Program Approval Focus Visit, May 8-11 – Linder; Rhodenbaugh
  - NTIN (New Teacher Center) Meeting, May 10-11 – Linder
  - NCATE Clinic, May 18-20 – Linder; Rhodenbaugh
  - Teacher Quality Workshop, June 2-3 – Linder
  - NASDTEC Annual Conference, June 5-8 – Linder; Lackey; Schwab

## **LEADERSHIP TEAM**

Chair Dan Sakota reported that the Leadership Team met by teleconference on March 23 and then again at their morning meeting on April 7. They discussed the northern Idaho flight schedules and the possible need to adjust the meeting agenda to accommodate members living in northern Idaho and still ensure a quorum for voting items. The team also discussed the professional development grants and set their teleconference dates for the 2011-2012 year (July 20, September 14, November 16, January 18, March 21, and May 23). Dan requested that committee chairs provide Katie Rhodenbaugh with an electronic summary of their respective committee's accomplishments during the 2010-2011 year prior to the June Commission meeting.

In Budget Committee Chair Becky Ford's absence, there was no Budget Committee report. Committee Chair Dan Sakota, however, requested that the Budget Committee look very closely at any unused money in the budget and the possible encumbrance of it with the assurance that it is being used wisely for the benefit of all organizations across the state.

## **STATE BOARD REPORT**

In Allison McClintick's absence, Nick Smith reported on the alternate graduation mechanism effort. Two years ago, the State Board asked Education Northwest to do an analysis of our policy governing alternate graduation mechanisms, and Education Northwest recommended a policy change. The proposed change was submitted to the State Board for a) an earlier identifier and b) allowing a student to provide multiple competency measures. The board approved only the multiple measures piece, and that has passed the legislature. Allison will now distribute a mailing to all superintendents,

principals, and guidance counselors and prepare a PowerPoint of the rule revision and examples of multiple measures. Districts will be encouraged to make the change, but implementation will probably not occur until 2013 or 2014.

On another note, it was requested that the concept of removing NCLB requirements for non-Title I schools be discussed and re-evaluated under the current economic times, thus allowing those schools to apply funding to basic programs rather than supplemental services. Nick Smith agreed to pose that for consideration.

## **AUTHORIZATIONS COMMITTEE**

The Authorizations Committee recommended that the Professional Standards Commission approve the following new Teacher to New Certificate/Endorsement requests (for the 2010-2011 school year):

BAIR, Mary, Mullan #392, Standard Secondary-Family and Consumer Science 6-12  
DAVIS, Pamela, McCall-Donnelly Joint #421, Standard Secondary-Biology  
GRAHAM, Bryon, New Plymouth #372, Standard Secondary-Basic Mathematics 6-12  
JEANS, Tyler, Another Choice Virtual Charter #476, Standard Secondary-Physical Education  
PARR, Matthew, West Bonner County #83, Standard Secondary-Secondary Mathematics 6-12  
PENN, Rebecca, Twin Falls #411, Standard Exceptional Child-Generalist K-12  
SAPP, Travis, Vallivue #139, Standard Secondary-Middle School Science  
ZOLLINGER, Taci, Bonneville Joint #93, Standard Exceptional Child-Generalist K-12

The Authorizations Committee recommended that the Professional Standards Commission approve the following renewal Teacher to New Certificate/Endorsement request (for the 2010-2011 school year):

BAUER, Cory, Madison #321, Standard Exceptional Child-Generalist K-12 (2)  
LOFGRAN, Randy, North Valley Academy Charter #465, Standard Secondary-Spanish (2)  
McFARLAND, Scott, Meridian Joint #2, Standard Secondary-Biology (2)  
MULLIN, Sarah, Emmett #221, Standard Exceptional Child-Generalist K-12 (3)

*The Commission ACCEPTED the report of the Authorizations Committee.*

## **PROFESSIONAL DEVELOPMENT COMMITTEE**

Chair Esther Henry reported that the committee reviewed its budgets for FY12 and FY13. It is committed to providing \$25,000 to the 2011 Summer Institute of Best Practices (July 25-26 in Idaho Falls; July 27-28 in Wendell; and August 8-9 in Payette). The committee also reviewed the professional development grant applications; 38 out of 39 grants applied for were approved for a total of \$16,784. Nick Smith agreed to see to it that the names of the grantees are included in the Department of Education weekly e-newsletter.

*The Commission ACCEPTED the amended report of the Professional Development Committee.*

## **EXECUTIVE COMMITTEE**

Chair Dan Sakota reported that the Executive Committee met with Andy Snook, Shannon Haas, and Annette Schwab to discuss ethics case information.

*Motion:* *(Ritter/Rose---CARRIED) to move the Executive Committee into Executive Session to review and discuss investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

Andy Snook reviewed the cases needing Executive Committee decisions.

*Motion:* *(Pyron/Ritter---CARRIED) to move the Executive Session of the Executive Committee into Open Session to vote on investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

*Motion:* *(Rose/Ritter---CARRIED) to move the Executive Committee into Executive Session to review and discuss investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

*Motion:* *(Meyer/Ritter---CARRIED) to move the Executive Session of the Executive Committee into Open Session to vote on investigation records exempt from disclosure as prescribed by Idaho Code §67-2345(d).*

Dan reported the following actions taken on cases:

Case #20920 -	Suspension with Stipulations
Case #21026 -	Revocation
Case #21018 -	Revocation

Cases closed: #21003; #21027; #21005

There are currently 9 cases pending stipulation/voluntary surrender; 12 cases under investigation; 2 cases in which hearing panels are to be scheduled; and 7 cases on hold (awaiting either information from another state or a court decision).

The committee discussed two items with Andy. The first was the issue of individuals who have been denied a certificate but are on school district substitute lists and the Commission necessity of monitoring those situations. A letter will be issued from the Commission office to school districts requesting that specific included wording be added to their substitute employment applications to detect prior problems an applicant may have had. The second item was the need for a policy for district notification of licensure action that balances the private process with the public record decision. Andy will present a policy for committee consideration at the June Commission meeting.

The committee currently has two part-time ethics case investigators and is exploring the possibility of hiring a third to help with the case load. The committee also reviewed and accepted the proposed Idaho State University online Code of Ethics course.

*The Commission ACCEPTED the report of the Executive Committee.*

## **STANDARDS COMMITTEE**

Standards Committee Chair Deb Hedeon reported on the following committee discussion items (unless indicated otherwise):

1. Peter Yeager, Associate Director for Client Relations at Educational Testing Service (ETS), addressed the Commission on new developments in the area of testing. In the recent past, states have requested that higher volume tests be developed in computer-driven format first in order to impact the most teaching candidates. As a result, this current 2010-2011 year has been the first testing year that some of the Praxis II tests have been available in that format. Two Elementary Education tests are in this category and can be taken year-round by appointment. The Praxis II World Language tests in French, German, and Spanish are offered in four testing windows throughout the year; in those assessments digital speech is collected right at the testing center and onto a computer. This significantly increases the speed of scoring the tests.

ETS is introducing more than 30 Praxis test titles to computer-delivered testing during the 2011-2012 testing year. Included, but not limited to, are assessments in the areas of reading; middle school English/language arts and social studies; special education; elementary education – multiple subjects; art; technology; and possibly math and science.

The new Elementary Education: Multiple Subjects test was created for states that need a better way to ensure that new elementary teachers have the content knowledge to teach the elementary level core subjects. The test consists of four separately timed and separately scored subtests in the areas of reading and language arts, math, social studies, and science; it requires 3.5 hours of testing time. Candidates need only retake those subtests they did not pass rather than retaking all four content areas.

In July there will be a multistate standard setting study for the Elementary Education: Multiple Subjects assessment. Christina Linder encouraged Commission members to be thinking of appropriate candidates connected to pre-service (those who work with interns or are mentor teachers, etc.) to recommend for this 2-3 day, travel expense-paid, professional development opportunity. The data derived on pre-service from this standard setting study will be provided to our education deans.

The Praxis assessments available through ETS are developed by National Advisory Committees (NAC). Praxis state clients are asked to nominate licensed teachers with between two and ten years of experience as well as higher education faculty preparing teachers for that licensure area to serve on these committees. Each committee is required to be diverse in gender, race, ethnicity, state, and grade level representation. Most NACs meet twice over the course of a year. ETS, through its validation process, then ensures that test questions developed by NACs are valid, appropriate, and fair. Christina Linder added that in the last four years Idaho has had a representative on every single NAC and standard setting study.

ETS reviews an assessment every five years or sooner if necessary. An assessment is reviewed for a) alignment with national standards or any state standards and b) efficiency. Occasionally two tests can be combined in one test, thus making it beneficial for test-taking candidates.

In March ETS launched its new Data Manager, a powerful data-analysis tool that allows Praxis state clients to analyze their teacher candidates' aggregated scores to gain insight into performance and trends and to access data that can help guide program improvements. With Data Manager, a user can create a variety of customized reports and can also quickly download commonly requested summary and pass reports. Use of the tool will expand to institutional clients in a few months.

ETS offers both free and fee test preparation resources. Free test preparation consists of Test at a Glance (TAAG) publications; Computer-Delivered Test Day Video (Flash); General Information and Study Tips (PDF); and How to Reduce Test Anxiety (PDF). Test preparation for purchase includes study guides and practice tests (moving toward an ebased format recently); the Praxis Official Guide; interactive practice tests (simulates computer-based testing environment for a candidate); online self-study tutorials; and an interactive study plan on demand.

ETS is working with the Department of Education and higher education people in Idaho on the expansion of test centers. The paper-and-pencil test centers will be turned into computer testing centers if they have the capacity and ability. As more computer-delivered tests are developed, it becomes necessary to ensure that the test center expansion is in place within the next couple of years.

2. Cori Mantle-Bromley updated the committee on the progress of the Teacher Performance Assessment Consortium (TPAC) pilot that both the University of Idaho and Lewis-Clark State College have select students participating in. Additional universities may be added to the pilot in the fall. More information will be provided upon completion of the pilot.

3. Three current practicing school psychologists representing the Idaho School Psychologist Association (ISPA) presented their rationale to the committee for Idaho's acceptance of current National Association of School Psychologists (NASP) certification (more rigorous and higher standards) as an avenue to Idaho certification and recertification. The motion for this effort was actually approved at a previous meeting (see February 3-4, 2011, Commission meeting minutes, page 7, item 6). The IDAPA language related to this will now be slightly revised to reflect the intent of the motion.
4. The committee discussed the selection of Dr. Julie Newsome as an NCATE consultant for the NCATE portion of the program approval process for higher education institutions. She was the only one of three potential candidates who chose to submit a proposal. Details need to be worked out on how a university faculty member (as Dr. Newsome is) can also consult on the budget proposed.
5. The program approval review cost responsibility of NCATE versus non-NCATE institutions was discussed. At this point, total review cost information will be requested of three recently-reviewed NCATE institutions.
6. The committee is requesting an amendment to the FY12 Commission budget to reflect on-going funding (\$4,000) for the TPAC pilot (see above item 2 in this Standards Committee report). The committee will allot \$10,000 from the Preparation Program Review and Focused Visits line item to that same pilot for an amount of \$14,000 total for the TPAC pilot.
7. Two representatives from George Fox University made a presentation on their proposed elementary education degree completion program and provided the committee with desk review documents. Through this process the institution is requesting to be able to proceed and continue work on the program before they have actually produced their first group of completers.

*The Commission PASSED the Standards Committee's recommendation to conditionally approve the George Fox University (Boise Center) Elementary Education Degree completion program.*

8. The committee reviewed Western Governors University Early Childhood Education/Special Education program (the institution's teacher preparation program is fully NCATE-accredited) desk review documents provided them. Jerry Jensen in the department's Teacher Certification section will be asked to review the documents from a teacher certification perspective to ensure that Idaho standards are met.
9. The committee spent time discussing administrator preparation in Idaho. It is known that instructional leadership is important for creating a school climate that supports teachers and teacher retention, and yet most school administrators have very limited time for instructional leadership and consistently report that they haven't received enough preparation on how to better manage the multitude of



responsibilities and shared leadership required of them. Research on administrator time spent on tasks and time-on-task instruction would be beneficial to the best practices efforts of the Commission. The deans in Idaho colleges of education that have administrator preparation programs will be asked to solicit participants to represent them in a conference call to discuss possible research questions for a survey.

10. Christina Linder provided the committee with information on the new Praxis Elementary Education: Multiple Subjects test (see above item 1 in this Standards Committee report, paragraphs 3 and 4).
11. Most Idaho institutions require candidates to take the Praxis I test as a prerequisite for admission to their teacher preparation programs. Because this is a matter of local practice but not state mandate, Idaho is consistently graded poorly on national reports. This item is being referred back to the education deans.
12. The committee discussed moving the Library Media Specialist endorsement to the Pupil Personnel Services Certificate. Commission members were asked to solicit input from their constituencies and schools for further discussion on this topic at the June meeting.

*The Commission APPROVED the Standards Committee report.*

## **OLD BUSINESS**

### **Commission Representation at 2010-2011 State Board Meetings**

Dan Sakota noted that the location of the June 22-23 State Board meeting has been changed. Originally it was to have been at the College of Western Idaho in Nampa, and Daylene Petersen had planned to attend. It will now be held at the College of Southern Idaho in Twin Falls. Karen Pyron agreed to attend the meeting in Twin Falls while en route to the June Commission meeting in Boise. It was requested that Department of Education personnel involved with the Commission who plan to attend a State Board meeting notify the Commission member who has volunteered for Commission representation at the same meeting in order to avoid representation duplication.

### **NAAC Annual Conference Update**

Christi Rood reported on the National Association for Alternative Certification (NAAC) Conference that she attended in Chicago on March 9-12. The conference was entitled, "Innovations in Educator Preparation: 21<sup>st</sup> Century School Staffing," and the overall tenor of the conference centered on the need for more from the nation's education pre-service programs. The senior advisor to U.S. Department of Education Secretary Duncan was one of the main speakers, and he focused on the Obama administration's teacher preparation proposals. The four assurances or building blocks of education guiding the administration's systemic reform efforts are 1) raise standards and improve assessments;

2) build robust data systems that track student progress and improve practice; 3) recruit, retain, and support effective educators and ensure equitable distribution; and 4) turn around low-performing schools, focusing on dropout factories and their feeder schools. One of the core areas for the Elementary and Secondary Education Act (ESEA) reauthorization is great teachers and great leaders. The principles in the development of great teachers and great leaders include treating teachers like the professionals they are; shifting the focus from inputs to outcomes; strengthening teacher and leader preparation; and ensuring equitable distribution of effective teachers and leaders. Three initiatives proposed to support progress and tackle long-standing challenges in teacher preparation are: HEA Title II Regulations (revising federal reporting requirements to reduce burden and focus on the most important measures); Presidential Teaching Fellows (a new \$185 million program to support rigorous state-level policies and provide scholarships to attend top programs); and Augustus F. Hawkins Centers for Excellence (\$40 million in first-time funding for a program supporting teacher preparation at minority-serving institutions). Together, it is hoped that these initiatives will reward the best programs, improve the middle, and transform or shut down the lowest-performing.

## **NEW BUSINESS**

### **Topical Discussion at June Commission Meeting**

The Authorizations Committee and the Professional Development Committee will coordinate the lunch time topical discussion at the June meeting. Members will be notified of the topic prior to the June meeting.

### **June 2011 NASDTEC Annual Conference**

Dan Sakota reported that there is sufficient funding for one Commission member to attend the NASDTEC Annual Conference in Sacramento on June 5-8 along with Christina Linder, Cina Lackey, and Annette Schwab. Any member with such interest is asked to notify the Commission office by April 30.

### **Legislative Update and Communication Plan**

Anne Ritter reviewed three 2011 Commission-related Idaho legislative items that follow. HB 201 provided that 1) the granting of an Idaho teaching certificate can be deferred until an applicant's open discipline issue in another state is resolved; 2) a teacher who has a no-contact order from a court of law can be put on non-paid administrative leave rather than paid administrative leave; and 3) a teacher applying to another district must sign a release form giving the hiring district access to his personnel records in the prior district and that same teacher cannot legally have a severance agreement clause prohibiting Commission access to his personnel records in the prior district. HB 201 passed and is ready for the governor's signature.

HB 332 and HB 340 did not pass but were introduced and printed. HB 332 proposed the following two changes in Commission membership: 1) the Department of Education and

professional-technical representatives on the Commission would no longer be nominated for terms of service but would be appointed without term to serve at the pleasure of the state superintendent and 2) the state superintendent would be allowed to submit one additional nominee for State Board approval consideration for all other positions on the Commission. HB 340 specified that teaching certificates would not have to be renewed during a year in which sufficient monies were not appropriated to fund personnel movement through the education multiplier.

Members discussed the need for a communication plan (such a plan is listed as a responsibility of the Leadership Team in the Commission strategic plan) and possible ways to distribute information about the Commission and its work. Methods mentioned included the following:

- an annual presentation to the House and Senate by a representation of Commission members along with the Commission annual report or an executive summary of the annual report;
- an explanation/article for newspapers and professional journals;
- a regular, verbal Commission update to the constituent groups of members, perhaps making it a standing agenda item and reviewing the most recent Commission meeting minutes for items to include;
- breakout sessions on the Commission and its work at various meetings that members attend during the year;
- making the communication plan part of the orientation for new members;
- working collaboratively and proactively with the Idaho Education Association and other groups at this challenging economic time in developing alternate strategies to lessen the burden on teachers and still meet the needs of the Commission; and
- having the Commission administrator make a presentation on the Commission at an upcoming PTO conference.

Becky Meyer agreed to provide regular Commission updates at her regional secondary principal meetings and suggested that other regional representatives on the Commission do the same.

Anne Ritter emphasized the necessity of keeping the Commission membership changes proposed in HB 332 (see second paragraph in this Legislative Update and Communication Plan section) in mind and developing pros, cons, and alternatives. Dan Sakota requested that all members consider other ways to assist in communication and email ideas to Dan, Christina Linder, or Leadership Team members prior to the June meeting. The Leadership Team (and any other interested Commission members) will then convene the evening of June 22 to discuss a communication action plan. Deb Hedeon and Christi Rood will make arrangements for that meeting.

### **Miscellaneous**

Commission members were reminded of the GEAR UP College Access Summit to be held June 28-29 at Boise State University. Information on the summit will be forwarded to Commission members.

### **Adjournment**

Motion:        *(Hedeen/Smith---CARRIED) to adjourn the meeting.*

The meeting adjourned at 1:15 p.m.

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Mary Jane Markland, Secretary  
Professional Standards Commission

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Christina Linder, Administrator  
Professional Standards Commission